

SMARTEU - RESET AND RENEW - ACTION PLAN PROGRESS

Updated	Next Update
Dec-22	

SMARTEU Recommendation	Action Ref	Action Description	Action Owner	Due Date	Revised Due Date	Status	Progress Update Commentary	% Complete	Completion Date	RAG	Evidence
SFRS should conduct a training review to establish what training products can be delivered 'remotely' on a permanent basis.	SMARTEU 3	Carry out training review to establish remote training products that can be delivered on a permanent basis.	Head of Training	Mar-23		Complete	21 September 2022: Review ongoing, a number of subject matters being piloted however early indication suggests a hybrid and flexible delivery model for all subject matters may be required. Currently exploring Health and Safety and Incident Command Training being carried out online. This action is progressing well and has been marked as green. 7 December 2022: A review was undertaken in September 2022 with a comprehensive list of training courses created. Training Group Commanders will continue to identify courses that are, or can be, delivered via a hybrid/online model and will apply changes through Business as Usual means. This will be achieved through monthly reviews to continually update and assess further possible courses that can be delivered in this way. This action is complete.	100%	Sep-22		
SFRS should consider the retention of task cards and extend the use beyond the current COVID response with expansion to wider SFRS tasks.	SMARTEU 1	Carry out a review and agree future use/expansion of task cards across other SFRS tasks.	Head of Governance / Head of Finance	Jul-22		Complete	21 September 2022: The review was completed and presented to the Good Governance Board in June 2022. This action is green and marked as complete.	100%	22-Jun		
SFRS should permanently adopt the agile working framework with a strong focus on empowering staff to work from home where appropriate.	SMARTEU 2	Adoption of the Agile Working Framework.	Head of POD	Mar-22		Complete	21 September 2022: Continued promotion of the Agile Working Framework, including sessions to support managers in agreeing appropriate, agile arrangements with team members is taking place. Implementation of a phased approach to returning to the office, with the opportunity for colleagues to blend office and home working based in individual preferences and organisational needs is available for staff. This action is green and marked as complete.	100%	Feb-22		Communication to staff and managers. Manager awareness sessions. iHub information and resources.
The provision of important corporate communication to SFRS volunteers should be reviewed to establish how they could best be kept apprised of important messaging in line with the rest of the service.	SMARTEU 4	Review corporate communication methods used to share important information with SFRS Volunteers.	Head of Operations / Head of Communications	TBC		Complete	21 September 2022: Through the work of the National On-Call Forum a dedicated On Call Sharepoint site was established which can be accessed remotely and this includes the ability for On Call staff to provide feedback, comments and suggestions. Also we have now solved the issues around iHub remote access so that anyone can view the site on any device via their O365 log in details. We are also looking to introduce a more structured managers brief to support managers in team meetings and the iHub review will also hopefully facilitate a more personalised intranet which will mean content is targeted better to ensure it is relevant for staff. This action is green and marked as complete.	100%	Jul-22		
SFRS should retain the need for HSFV to be limited to those identified at high risk.	SMARTEU 5	Carry out review and agree future direction for Home Fire Safety Visits and Smoke Detector fitting.	Head of Prevention & Protection	Aug-22		Complete	21 September 2022 and Pathway to Green: A review of the SFRS Home Fire Safety Visit (HFSV) programme is underway with an initial paper having been presented to the Strategic Leadership Team. The options within this paper are currently being refined with consideration being given to emerging issues regarding the longevity of the CSET system and the development of a sustainable position for the service regarding the fitting of Smoke Detection during Home Fire Safety Visits. SFRS Senior Management Board have agreed to close this action. There is clear evidence that the recommendation has been given due regard. The Prevention and Protection Function is developing a paper which will include options for ensuring the Home Safety Visit programme is developed to address the risks of fire in the most effective manner. This paper will be taken through the governance structures and will include options to ensure Home Safety Visits are targeted to risk.	100%	Aug-22		
SFRS should review the frequency of BA checks required with a view of retaining the revised frequency.	SMARTEU 6	Review the frequency of BA checks with a view of retaining the revised frequency.	Head of Operations	TBC		Complete	21 September 2022: Review was undertaken and as of 18 August 2022, the frequency of BA set testing returned to BAU pre-Covid. BA sets will return to full general check, therefore twice daily general checks will be carried out. This action is green and marked as complete.	100%	Aug-22		
SFRS should communicate the finding of the debrief report and share the report across the workforce.	SMARTEU 7	Communicate findings of the debrief report across the SFRS Workforce.	Head of Communications / Head of Governance	Aug-22		Complete	21 September 2022: Finding of the debrief report and the Action Plan were communicated to all staff via the Weekly Brief in July 2022. This action is green and marked as complete.	100%	Jul-22		